

As a small station, we are still spending considerable amounts of staff time complying with the FCC EEO hiring requirements and procedures. What a mountain of paperwork and record keeping to stay in compliance. I do not have a Human Resources Department to handle these types of things mandated by the FCC. Now to add to that the retention and taping of all programs aired between 6AM and 10PM is unreasonable and will require additional financial resources as well as physical time and labor demands. Small market stations have small staffs and limited storage space. Please consider the ramifications of this mandate and how it will further limit and unfairly govern broadcasters.